



Service, Science, Sustainability

Under the leadership of the Commissioner of Public Lands, our work at the Department of Natural Resources (DNR) is done with the public's interest in mind, which means transparency and public knowledge. Our decisions are guided by sound science as we manage state trust lands, native ecosystems and natural resources. We support the vision of a sustainable future by protecting and managing the natural resources for future generations.

DNR manages over 5 million acres of state-owned land that includes forest, range, commercial, agricultural and aquatic lands. We generate revenue that supports public schools, state institutions and county services. But managing lands is only half of our story. We also protect other public resources such as fish, wildlife, water, and provide public access to outdoor recreation. Two of our largest and most important state-wide resource protection responsibilities are fire prevention and suppression, and overseeing forest practices.

The DNR operates with a biennial budget of approximately \$400 million and has over 1300 employees.

We have some of the most talented people in the industry. We honor diversity in the workplace and support one another with respect and trust. We invite you to learn more about our culture, our careers, and why some of the top forestry and natural science professionals have joined Washington DNR by visiting our [DNR website](#).

Employee Benefits

The state of Washington offers a comprehensive benefits package including:

- [Medical](#), [dental](#), [life](#) and [long-term disability](#) insurance.
- Optional [long-term care](#), and [auto/home](#) insurance.
- Optional [medical flexible spending account](#).
- Vacation, sick, military, and civil leave.
- Eleven paid holidays per year.
- A state [retirement plan](#).

EXEMPT AQUATIC MANAGER RECRUITMENT

SALARY RANGE:

Division Manager – Aquatic Resources up to **\$7666** per month

LOCATION:

Olympia, Washington

CLOSING DATE:

Open until filled

POSITION PROFILES:

The Aquatic Resources Division Manager reports directly to the Deputy Supervisor for Aquatic & Agency Resources Programs and serves at the pleasure of the, state-wide elected, Commissioner of Public Lands.

As a member of the top management team, this position manages the Aquatic Division and is principally responsible for managing over two million acres of state-owned aquatic lands and associated resources. This includes proprietary functions such as leasing, authorizing uses, resource inventories and harvesting, defining ownership and representing the state as a land owner in legal issues and dispute resolution. Responsibility also includes statewide aquatic lands enhancement programs. This position has primary stewardship responsibilities for the aquatic ecosystems in marine and navigable freshwater bodies.

[For more information on this division](#)

Major responsibilities include but not limited to:

- Overseeing development and implementation of, and compliance with, aquatic management policies and procedures.
- Directing, organizing, and managing the Division staff to foster a healthy working environment that includes effective performance management.
- Total division staff of 94, six direct reports, and a biennial budget exceeding \$19 million.
- Ensuring management development and training, performance feedback, workforce diversification, and long-term management vision for the division.
- Providing strong leadership in the development and implementation of the strategic plan and the mission, goals and objectives of the Division and the Department.
- Incorporating the guiding principles of sustainable natural resource management, transparency and public process, and sound science into Division policies and procedures.
- Overseeing professional aquatic and resource management operations including but not limited to: geoduck sales, regional land use planning, aquaculture leases, aquatic land preservation, restoration and clean-up, aquatic land leases and easements, nearshore habitat research and management and dredge disposal program.
- Establishing policies, priorities and coordinating the Division's work plans, in conjunction with the Regions.
- Preparing and monitoring the program's budgets and funding requests.
- Developing and maintaining professional relationships and communications with other divisions, local governments, tribal governments, elected and appointed officials, citizens, businesses, and other public, private and regulatory agencies.
- Review and analyze aquatic resource related legislative bill proposals and participate in preparing and presenting agency-sponsored legislation.
- Ensuring compliance with Federal and State laws and regulations,

- Optional credit unions and savings bonds.
- Optional [Deferred Compensation](#) and [Dependent Care Assistance](#) programs.

Join our job announcement mailing list and view all current job opportunities. Visit: [DNR Jobs](#)

This announcement is published by the Washington State Department of Natural Resources (DNR). The DNR is an equal opportunity employer. Women, racial, and ethnic minorities, persons of disability, and disabled and Vietnam-era veterans are encouraged to apply. Persons with a disability who need assistance during the screening process, or those needing this announcement in an alternative format may contact DNR's ADA Coordinator at (360) 902-1150. DNR may be contacted using the Washington State Telecommunications Relay Service (TTY) by dialing 711.

standards, policies and procedures.

- Inform the Commissioner and Executive Team of key issues impacting Aquatic Resources programs.
- Exercise authorities outlined in the delegation of authority from the Commissioner of Public Lands.

THE PREFERRED CANDIDATE WILL HAVE:

- Bachelor's degree in any environmental or natural resource field, or public administration/policy etc. (advanced degree desirable) and significant management experience preferable in natural resource science or natural resource management.
- A proven track record of strategic leadership, vision and innovation for delivering results, building accountability with staff, and creating a positive working environment.
- Experience developing and managing a multi-million dollar operational and capital budgets.
- Familiarity with management of aquatic issues; knowledge of current Puget Sound recovery efforts as well as statewide aquatic issues.
- Excellent verbal, nonverbal, and written communication and listening skills as demonstrated by the ability to resolve conflicts, receive and convey ideas, thoughts and information, write effectively, and communicate persuasively at all levels of the organization and externally.
- Demonstrated success in creative thinking, informed risk taking, and problem solving.
- Working Experience with the legislative process.
- Ability to establish credibility and work with diverse stakeholder groups as well as with internal program and regional staff.
- Knowledge of human resource management principles, labor agreements, and personnel rules.

APPLICATION PROCESS

To be considered for these positions please submit:

- **A letter of interest** describing how your experience and qualifications relate to that position. Please indicate specifically which position(s) you want to be considered for and how you learned of this opportunity.
- **Resume**
- At least 4 professional **references**, including at least one reference from a current and former supervisor, one from a peer, and one from a subordinate.
- An online **voluntary** [Applicant Profile Questionnaire](#). *(This form is not required it is voluntary. Please submit it online. Please do **not** submit with application materials).*
- **Note:** Applicants for our recent Deputy Supervisor Aquatics & Agency Resources need not re-apply they will automatically be considered.

Submit all materials to:

Electronic method preferred	OR
dnrrecruiting@dnr.wa.gov	Debra Chamberlin DNR PO BOX 47033 Olympia, WA 98504-7033
NOTE: Please indicate in the subject line of your e-mail "Aquatic Division Manager". By submitting the application materials you are indicating that all information is true and correct to the best of your knowledge. You understand that the state may verify information and that untruthful or misleading information is cause for removal from applicant pool or dismissal if employed.	

Questions? Please contact Debra Chamberlin, Recruiter, at 360-902-1228 or Roberta Searles at 360-902-1350 or e-mail us at DNRrecruiting@dnr.wa.gov.

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